

Hello everyone,

Since the organized union event on campus last week, I have had a number of one-on-one conversations with Elon College faculty and staff. I want you to know that I am available to talk with you about any questions you might have. That said, I recognize this is an incredibly busy time of the academic term! I encourage every member of our community to make time to review the FAQs at the [site](#) I mentioned in my previous email.

As many of you would expect, in my conversations I have openly shared my thoughts about the petition for a union. I am not in support of the petition. While I have not asked anyone to share their own views with me, many have done so during our conversations.

**Why don't I support of the petition?** First, I am very concerned about the timing of the action, as we are in the most hectic period of the academic term. With the rapid call for a vote we are hindered in our ability to fully dedicate time and attention to these important topics. Being informed is essential to the democratic process as well as having opportunities to ask questions and openly discuss things from different points of view.

Many in our community have good questions about the details of the voting process, possible implications for the campus community, and even whether they are or are not included in the union's petition. I'd like our community to have an opportunity to hear from part-time, visiting, limited-term, and full-time faculty. Second, I'd also like us to have an opportunity to engage our shared governance process. As I referred to in my earlier email, legal parameters guide our institution's ability to take certain actions during this process.

**So what can I/we do right now?** I can talk with you individually and you can talk openly with each other. I encourage you and your colleagues to inform yourselves to the best of your ability. When it comes time to vote on the petition, if you are eligible to participate, I encourage you to complete your ballot.

Please let me know if you would like to have a conversation with me. I appreciate you making time to read this email and consider my invitation.

All the best,  
Gabie